

Position Description

Director, Catholic Mission and Identity



Melbourne Archdiocese
Catholic Schools

About MACS

Melbourne Archdiocese Catholic Schools Ltd (MACS) aims to deliver an outstanding Catholic education that equips young people with the knowledge, skills, and optimism to go forward, live meaningful lives, and to enrich the world around them. MACS, the largest Catholic school employer in Australia, owns and operates approximately 300 Catholic schools, 16,000 staff and 112,000 students in the Archdiocese of Melbourne.

The MACS Strategic Plan (MACS 2030: Forming lives to enrich the world) presents a challenging and inspiring vision of the educational experience MACS seeks to provide for students in MACS schools. MACS's Strategic Plan outlines the vision, the mission of Catholic schools in the Archdiocese, and the major objectives for MACS over the months and years ahead. Our organisational values of Integrity, Respect and Excellence require all MACS employees to contribute to ensuring we uphold and support the organisation's objectives.

About the team and role

The Catholic Mission and Identity (CMI) Team is located at James Gould House and in each Regional Office across Melbourne. The team liaises with Principals, Religious Education Leaders (RELs), and Teachers to contribute to their ongoing performance and development. Other key stakeholder groups include Parish Priests and other Clergy and education leaders. This team assists schools in working with parishes to strengthen their Catholic mission and identity. As the largest group of Catholic schools in the English-speaking world, the ability to produce and deliver high-quality programs, materials and services at scale is required. Other critical aspects of the work include Teacher Accreditation, School Reviews, and developing religious formation within schools and parishes.

The Director of Catholic Mission and Identity serves on the MACS Executive and is focused on realising the MACS purpose: to form lives of faith, hope and love in the light of Jesus Christ. The strategic themes from the MACS plan speak to aspects of the work undertaken by the Director of Catholic Mission and Identity: Inspired by Faith, Flourishing Learners, Enabled Leaders and Enriched Communities. The role will oversee the development of a suite of programs and resources that will enable schools and parishes to deepen the Catholic Mission and Identity in their school communities and realise the MACS Mission. The role leads the CMI team, drives the Religious Education learning area and oversees the religious formation and Catholic culture of the 16000 staff of the Archdiocese.

Position Title	Director, Catholic Mission and Identity
Reports To	Executive Director
Directorate	Catholic Mission People and Culture
Direct Reports	Yes

Key responsibilities of the role

- Provide theological, strategic and collaborative leadership within the MACS Executive and with key MACS stakeholders such as the Archdiocese and its parishes, the MACS Board and its committees, Religious Institutes, principals, and Religious Education Leaders.
- Develop and lead initiatives and strategies associated with realising the MACS Mission, purpose, and vision.
- Contribute at the executive level to support delivery of the MACS 2030 Strategic Plan and bring appropriate expertise to the whole of enterprise collegial decision-making.
- Design, manage and be accountable for service delivery across Catholic Mission and identity.
- Escalate matters prudently as they impact identity and mission and offer practical and effective solutions.
- Lead, develop and manage a high-performing team with a robust program design and development and operational capability delivered in a culture where people thrive and are valued.
- Oversee the implementation of the approved religious education curriculum and the development of staff and student formation experiences, resources, and policies.



- Ensure strategic frameworks are in place for monitoring and improving schools' Catholic identity, the Catholic dimension of leadership development programs, and school and principal reviews.
- Effectively represent MACS and Catholic education in Victoria, as required, in engaging with the MACS Board and various state-based and national forums involving government, regulators, other Catholic education authorities, and other stakeholders.
- Work closely and collaboratively with Learning and Regional Services Staff Group and other MACS Staff Groups to deliver integrated school-facing services and achieve outcomes from the MACS strategic plan.
- At the discretion of the Executive Director, undertake special projects or other actions within your scope of practice/work.

Key Selection Criteria

- Deep theological and philosophical training demonstrating a thorough knowledge of the Catholic intellectual tradition and integral human development and its implications for Catholic education and a track record bringing this to life for different audiences.
- Demonstrated evidence of contributing to the design and implementation of new initiatives in formation, religious education, and faith development to achieve visible improvement and sustained excellence in Catholic mission and identity.
- An active participant in a Catholic Eucharistic community such as a parish and a personal and demonstrated commitment to Catholic faith and practice with demonstrable awareness of the local Church and vital communities in the Archdiocese of Melbourne.
- Demonstrated capacity to understand, build and nurture attentive and positive relationships with ecclesial leaders, including clergy and Principals, necessary for realising the MACS mission, especially between parishes and schools.
- A skilled communicator with demonstrated capacity to share the Catholic faith articulately, with integrity, and with diverse audiences.
- High-level analytical and conceptual skills, including providing timely and authoritative advice.
- Advanced interpersonal and communication skills (both verbal and written).
- Effective information management capabilities and IT literacy.
- A commitment to uphold and promote Catholic teaching and abide by MACS policies.

Skills, qualifications and prerequisites to undertake the role

Qualifications	Relevant tertiary qualification in a related discipline, e.g., Religious Education or Theology
Previous Experience/s	Senior Leadership role in delivering faith and mission-related services for a sizeable Catholic agency or organisation.
Organisational values	A commitment to the organisational mission, vision and values of Integrity, Respect and Excellence and the ethos, values and mission of Catholic education, including alignment with MACS's Child Safety standards.
Licenses Required	A full, current, and maintained Victorian Driver's license and motor vehicle
Other requirements	<ol style="list-style-type: none"> 1. An understanding of and commitment to the safety, wellbeing and protection of children, and therefore you: <ol style="list-style-type: none"> a. Must hold and maintain a current Victorian Working with Children Check or be eligible to receive same upon joining the organisation. b. Alternative to holding a WWCC and NCHC, MACS will accept evidence and continued maintenance of a full and current Victorian Institute of Teaching (VIT) registration. 2. You must also undergo and receive a clear National Criminal History Check (NCHC) upon employment and during the course of your employment with MACS. All employees are required not to have been charged with, nor found guilty of any offence which would be incompatible with employment with MACS. 3. Willingness to take reasonable care for your health and safety in the workplace and for the health and safety of others who may be affected by what you do or don't do.

